

KPMG Payroll Connect

Compliance-focused payroll outsourcing



Quality and peace of mind

Payroll is complicated and getting it right requires expertise and resources. The regulatory landscape is constantly changing. Modern awards and enterprise agreements continue to create complexities for businesses.

These vulnerabilities, when combined, pose significant risks and costs to organisations. KPMG Payroll Connect specialists can help you simplify complicated payroll issues. We provide comprehensive payroll outsourcing to help businesses not only achieve accurate and compliant payroll but also get access to a broad range of advice on how to enhance every element of your payroll operations and strategy.

> Common Challenges

Payroll must be right the first time, every time, and at a reasonable cost. Businesses continue to face significant payroll challenges, which include:

- Significant compliance burden associated with Modern Awards, Enterprise Agreements and complex legislation
- Poor governance across the end-to-end payroll process to mitigate operational, reputational and financial risks
- Legacy payroll systems and processes requiring too many manual workarounds to support payroll
- Inability for Payroll Leads to shift from transactional to strategic due to high day-to-day demands of payroll administration
- Ineffective data management and reporting, limiting ability to optimise labour costs and ensure data security
- Payroll function as a specialist team lacks requisite skills and up-to-date training

> How can KPMG's Payroll Outsourcing Services help you?

KPMG Payroll Connect offers a holistic payroll and tax compliance outsourcing service that combines the expertise of industry leading employment tax and payroll specialists with market-leading payroll digital platforms.

Our payroll outsourcing service is fully integrated with the employment tax practice, so payroll and tax issues are identified and dealt with concurrently. We can help you with:

- Set up of your payroll in our secured and cloud-based platform tailored to meet your needs
- Administration of end-to-end processing of your Australia and New Zealand payroll, including administration of payments to employees, third parties and regulators
- Completion of superannuation reporting
- Preparation and filing of all payroll compliance obligations including Single Touch Payroll and Pay Day filing and year-end reporting obligations
- Preparation and lodgement of payroll tax returns, workcover, FBT and other employment tax obligations
- Agile payroll reporting adaptable to your needs
- Digitisation of employee processes such as: onboarding, timesheets, leave and expenses
- Fully integrated rostering and time & attendance system
- Provision of employee self-service with 24/7 connectivity via a smartphone app or computer portal
- Automation of Modern Award and Enterprise Agreement interpretation, offering analysis and review

More than payroll processing

We can take care of all your payroll needs from day-to-day administration to providing high-quality insights and perspectives on matters that are important to your business:

- Navigating the impact of complex legislation and continuing changes
- Compliance in all facets of employment taxes
- Implementing technology integration, automation and best payroll practices

> How does our payroll outsourcing work?

Our approach begins with a conversation with you to fully understand your challenges and objectives. This understanding forms the basis for designing the end state and the roadmap to get there, both of which are tailored to your unique business operations. The diagram outlines our typical payroll outsourcing process.

“ KPMG subject matter experts deliver projects more efficiently, more accurately and with more insight than traditional payroll providers. That’s what clients are looking for today. **”**



> Excellence in Technology

KPMG Payroll Connect provides a range of cloud-based payroll technology alternatives, each offering distinct functionalities that can be seamlessly scaled to meet your requirements.

Whether you are seeking to improve employee user experience or navigate complex technology ecosystems, we will work with you to develop the optimal technology framework that allows for seamless integration of employee data and delivery of high-quality payroll outcomes.

Trusted payroll engines that we use:

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KEY FEATURES

In-built compliance tools that support payroll compliance with current requirements

Embedded machine learning to help identify and validate errors

Employee Service Portal that provides greater employee engagement

Single Touch Payroll and Pay Day filing compliant

End-to-end HRIS, rostering and timesheet functionalities (if required)

Comprehensive integration capabilities available (where required)

> What are the key benefits?

Secure cloud-based technology

We provide high quality payroll services using market leading payroll technology. Our flexible technologies are scalable and can be effectively used by businesses of any size. We will build up the solution that best meets your needs.

Accuracy and Compliance

'On compliance' means that regulatory changes are addressed as it happens and ensures that the correct wages, leave loadings and tax are seamlessly applied to every pay run.

More than payroll processing, we work as an extension of your team to help mitigate existing and emerging payroll and compliance risks, providing you with SME support on tax, industrial relations, immigration and HR issues as they arise.

Cost savings

We offer transparent pricing that provides you with cost certainty and incentivises efficiency savings. You can benefit from the cost efficiencies that can be achieved by having KPMG as your "one-stop shop" for payroll processing and compliance.

Scalability

Our outsourcing solution allows you to easily scale up and down depending on business requirements. You will benefit from our SME support in navigating the challenges of business expansion, particularly in terms of operational and compliance requirements and the need to re-map payroll setup and processes.

How else can we help?

KPMG Payroll Connect can take care of all your payroll needs from daily administration to providing high-quality insights and perspectives on matters that are important to your business. Our 'Payroll Specialist' approach enables you to benefit from integrated service teams to support you with related employment tax, industrial relations, immigration, transformation and other advisory services as and when you need it.

KPMG Employment Tax and Related Services

 Payroll Compliance Review	 Contractor Compliance Services	 Employee Relations Assistance	 Performance and Reward Services
 Employer Obligations Remediation Services	 Industrial Instruments Review	 Salary Packaging Assistance	 Global Mobility Services

Case Studies

Optimising payroll operations through a compliance-focused managed service

A large multinational Company was facing challenges with its current payroll outsourced vendor. These included a lack of expertise in Australian payroll, an inability to provide timely expert advice to help the Company navigate the impact of complex Australian tax and employment legislation and ongoing changes, poor payroll output quality, and a lack of onshore payroll support.

KPMG worked with client to transition its payroll and compliance administration to the KPMG Payroll Connect managed service by providing a holistic solution that included end-to-end payroll processing, management of employer obligations (e.g. payroll tax, FBT workers' compensation, and employee share schemes), and ad hoc employment tax insights and advice, all delivered by a dedicated team based in Australia to ensure the highest quality outputs. KPMG's model was able to scale up with the business' rapid growth. Employee engagement improved with enhanced self-service functionality for managing changes in personal, tax and superannuation information.

Bringing our payroll expertise to enhance performance while minimizing risk

A hospitality business with 24/7 operations had a large number of employees engaged via enterprise agreement and Modern Award that resulted in a highly complex payroll.

Our client faced a number of non-compliance issues and payroll challenges due to ineffective workforce management processes for managing complex pay conditions and staff scheduling requirements, dependency on a legacy payroll platform that relies on paper-driven procedures to make payroll 'pay', poor governance of the payroll function, and a lack of in-house payroll expertise.

KPMG worked with client to successfully transition to KPMG Payroll Connect's managed payroll and tax compliance outsourcing solution which included the implementation of a new payroll and workforce management system. KPMG also implemented process to uplift the compliance of the payroll environment. The end result is a highly effective payroll function with strengthened governance, processes and systems.



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